

83187

No 12

JOE. L. M. BERG.

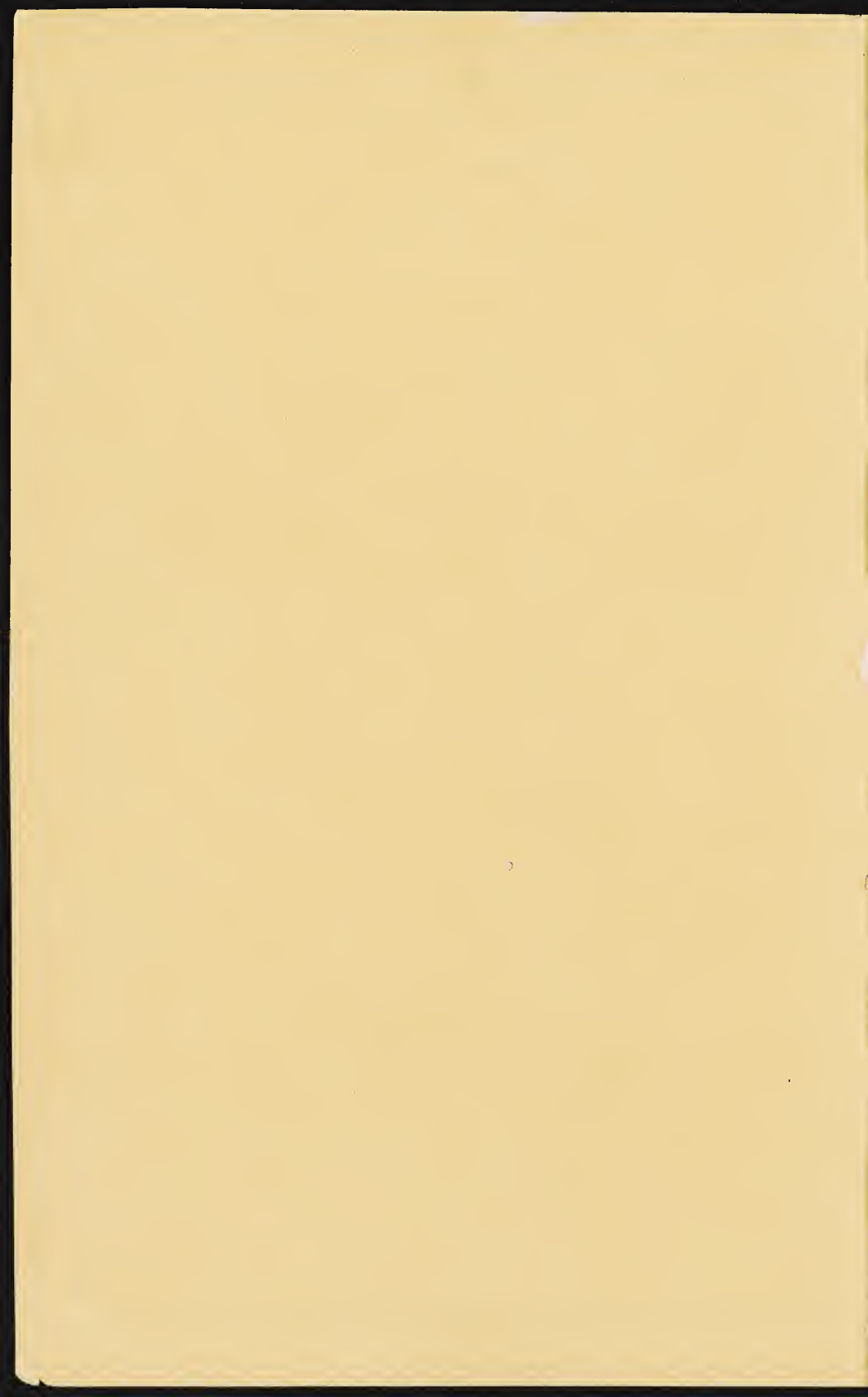
**BULLETIN No. 1**

Of the

✓ **Citizens'  
Industrial Association of  
America**



*Issued by the Publication Department of  
the Association, at Indianapolis,  
December 12, 1903.*



# *The Preliminary Convention*

*...of the...*

## *Citizens' Industrial Association of America,*

*Held at Chicago, October 29 and 30, 1903*

*...and also...*

## *The First Meeting*

*of the Executive Committee of the Association, Held  
at Dayton, O., Dec. 3 and 4, 1903*

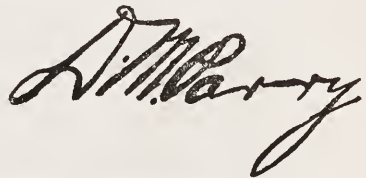
INDIANAPOLIS, Dec. 12, 1903.

Gentlemen :

I take this opportunity of urging upon you the necessity of having a large and representative convention of the association on February 22 and 23, in Indianapolis, so that we may demonstrate to the country that we are sincere in our determination to oppose the closed shop and other socialistic schemes, the triumph of which would mean our industrial ruin. I earnestly request, therefore, that your association take prompt action in joining the national organization. Mr. A. C. Marshall, of Dayton, Ohio, has been chosen as secretary of the association, and he has been instructed to take up with you the subject of membership.

With the hearty support and co-operation of all the associations that are eligible for membership in the Citizens Industrial Association of America, there can be no doubt that the latter will be able to accomplish incalculable good for the nation, and judging from indications, I feel safe in predicting great success for our movement.

Faithfully yours,

A handwritten signature in dark ink, appearing to read "A. C. Marshall". The signature is written in a cursive style with a large, sweeping initial "A" and a long, trailing flourish at the end.

President Citizens' Industrial Association of America.

# CITIZENS' INDUSTRIAL ASSOCIATION OF AMERICA.

## Introductory Statement.

Previous to the winter of 1902-1903 there was, comparatively speaking, only a small number of local Employers' Associations and Citizens' Alliances in the United States, but following the anthracite coal strike and a number of local strikes which paralyzed or seriously hampered business in various cities and towns in different parts of the country a general movement was started for the organization of local associations. The National Association of Manufacturers during the same period became particularly aggressive in opposing eight-hour and anti-injunction legislation that was being pressed for passage by organized labor in Congress and also in instituting and carrying forward an educational campaign against the lawless methods and socialistic doctrines for which organized labor stood sponsor. This association grew rapidly because of its stand on the labor question, and other national organizations whose purposes were those of protecting the interests of their members in times of strikes and boycotts and of dealing with other practical phases of the labor problems also sprung into existence or became more strong and active than they had been in previous years. The National Metal Trades Association was one of those that became particularly strong, and among the new organizations formed were the American Anti-Boycott Association and several strike insurance companies.

During the spring and summer of 1903 the general movement of organization against trades-union tyranny reached the point where it became generally desirable that there be some central organization or union of the various associations. This was desirable in order to minimize the duplication of work on the part of organizations and also to unify the strength of all for certain specific ends.

The character of the various organizations interested in the labor question are very diverse but they all fall naturally in certain well defined classes. These classes are as follows:

- (1) Those whose principal purpose is that of educational propaganda, the opposing of socialistic legislation and the enforcement of law and order;
- (2) Those that render practical assistance to members in putting down strikes, carrying on litigation in the courts, reimbursing members for losses sustained and in dealing with the unions direct; and
- (3) The trade and similar organizations that have not been formed for the particular purpose of dealing with the labor question but which, nevertheless, have a deep interest in the proper solution of labor difficulties.

Many of the organizations belonging to the second and third classes evinced a desire and willingness to co-operate in some manner with the organizations of the first class in furthering the general ends for which these latter organizations were formed. The National Association of Manufacturers being the largest and most active organization in a national way which could properly come under the first classification was regarded by many of the other associations as the proper organization to attempt the formation of a national federation or amalgamation. The convention of this association which was held at New Orleans in April of 1903 authorized the taking of steps looking to the more complete organization of employers, and a committee on constitution, the appointment of which was authorized by the convention, met in July at Indianapolis and drafted a constitution under the provisions of which the various associations of the country in sympathy with the Manufacturers' Association in its stand on the labor question could become members of that organization. It was also proposed to change the name of the National Association of

Manufacturers making it the National Association of Manufacturers and Employers. The question of submitting this constitution to a vote of the membership of the Manufacturers' Association came up before the Executive Committee of the Association in September, and it was then decided that inasmuch as the Association had other functions of peculiar interest to manufacturers aside from dealing with the labor question, it would be better to form a separate organization, and the President was authorized to participate in the calling of a convention for that purpose. Immediately following this action of the Executive Committee an informal conference was held at Chicago at which were present a number of those who were active in the organization movement, and who had been waiting for action by the Executive Committee of the Manufacturers' Association before taking further steps. The result of this conference was the issuance of the call printed herewith.

## **The Call For the Convention.**

Dayton, Ohio, October 8, 1903.

To the Officers and Members of Employers' Associations and Citizens' Alliances:

Gentlemen—On the 29th of September an informal conference was held in Chicago at which the following representatives of associations were in attendance:

J. Kirby, jr., President Employers' Association, Dayton, Ohio.  
Marshall Cushing, Secretary National Association of Manufacturers.  
A. C. Marshall, Secretary Employers' Association, Dayton, Ohio.  
E. G. Hornbrooke, Secretary Employers' Association, Kansas City, Mo.  
Frederick W. Job, Secretary Chicago Employers' Association, Chicago, Ill.

D. M. Parry, President National Association of Manufacturers.  
J. C. Craig, President Citizens' Alliance, Denver, Colo.  
Col. J. W. Goodwin, Secretary Citizens' Alliance, Sedalia, Mo.  
J. F. Druckemiller, Secretary Employers' Association, Akron, Ohio.  
E. F. Du Brul, Commissioner National Metal Trades Association.  
A. D. Meeker, Secretary Employers' Association, Marshalltown, Iowa.  
John M. Maxwell, National Association of Manufacturers.  
P. O. Geier, National Metal Trades Association.

As a result of careful consideration by those present of the advisability of forming a National Association of Employers' Associations, it was deemed advisable to have a conference in Chicago on the 29th and 30th of October, of the representatives of all Employers' Associations, Citizens' Alliances and other local organizations of employers, and also of State and National trade organizations of employers.

The undersigned were appointed a committee to issue this call, and accordingly you are hereby invited to send one or more representatives from your association (president, secretary, or other officer preferred) to this meeting.

The headquarters will be at the Auditorium Annex, and an informal meeting for registration of delegates will occur at 10:00 a. m., October 29th.

Please have your representatives come with authority from your Association to organize a National Federation, and advise A. C. Marshall, Dayton, Ohio, of the number and names of your representatives as quickly as possible.

Very truly yours,

FREDERICK W. JOB,  
Secretary Chicago Employers' Association.

E. G. HORN BROOKE,  
Secretary Employers' Association, Kansas City, Mo.

A. C. MARSHALL,  
Secretary Employers' Association, Dayton, Ohio.



## Temporary Organization of Convention.

Between two hundred and fifty and three hundred delegates assembled at Kimball Hall, Chicago, the morning of October 29th, in pursuance to the call of the special committee.

Frederick W. Job, of Chicago, called the meeting to order and nominated J. W. Van Cleave, of St. Louis, as permanent chairman. Mr. Van Cleave was unanimously chosen and A. C. Marshall, of Dayton, was chosen as Secretary.

The following committees were appointed:

### CREDENTIALS—

Frederick W. Job, Chicago, Ill.  
A. C. Marshall, Dayton, Ohio.  
E. G. Hornbrooke, Kansas City, Mo.  
Hon. Wilbur F. Saunders, Helena, Mont.  
B. J. Burke, Marion, Ind.

### RULES AND ORDER OF BUSINESS—

David M. Parry, Indianapolis, Ind.  
A. E. DeMange, Bloomington, Ill.  
H. D. Morton, San Francisco, Cal.

### RESOLUTIONS—

Euclid Martin, Omaha, Neb.  
J. C. Craig, Denver, Colo.  
E. F. DuBrul, Cincinnati, Ohio.  
A. H. Bullard, Bridgeport, Conn.  
A. B. Farquhar, York, Pa.

### CONSTITUTION—

Frederick W. Job, Chicago.  
A. C. Marshall, Dayton, Ohio.  
E. G. Hornbrooke, Kansas City, Mo.

### PRESS COMMITTEE—

Frederick W. Job, Chicago, Ill.  
John Maxwell, Indianapolis, Ind.  
George Creel, Kansas City, Mo.

### COMMITTEE TO CONSIDER ARTICLE VII—DUES—

John Kirby, jr., Dayton Ohio.  
J. C. Craig, Denver, Colo.  
J. T. Hoile, Brooklyn, N. Y.  
A. E. DeMange, Bloomington, Ill.  
A. C. Rosencranz, Evansville, Ind.  
Stuart McKibben, South Bend, Ind.  
H. D. Morton, San Francisco, Cal.  
H. O. Ferris, Helena, Mont.  
E. J. Phelps, Minneapolis, Minn.  
Franklin Hudson, Kansas City, Mo.

### ON NOMINATIONS—

John Kirby, jr., Dayton Ohio.  
A. C. Rosencranz, Evansville, Ind.  
Percival D. Oviatt, Rochester, N. Y.  
Franklin Hudson, Kansas City, Mo.  
A. D. Meeker, Marshalltown, Iowa.  
Stuart McKibben, South Bend, Ind.  
E. B. Branch, Omaha, Neb.  
J. C. Craig, Denver, Colo.  
J. N. Ward, Peoria, Ill.

### SERGEANTS-AT-ARMS—

Victor W. Sincere, Chicago, Ill.  
George H. Emory, Peoria, Ill.

## Report of Committee on Credentials.

The following is the report of the Committee on Credentials made October 29th. The names of some of those present at the convention may not be included, as a number of delegates arrived after the report was completed. The list of the acceptancies and members present follows:

<i>Name of City.</i>	<i>Association.</i>	<i>Name of Delegate.</i>
AKRON, OHIO .....	Employers Association.	J. F. Druckemiller.
AURORA, ILL.....	Fox River Valley Manufacturers Associat'n..	W. S. Frazier, jr. B. E. Sperry. F. R. Jones. H. G. Shumway. D. W. Simpson. Joy Love. E. S. Hobbs. H. A. Howell. W. Shopbach. F. S. Florsheim. C. H. Smith. W. W. Stevens.
BIRMINGHAM, ALA.	Citizens Alliance.....	J. C. King. N. F. Thompson.
BELOIT, WIS.....	Citizens Alliance.....	Alonzo Aldrich. Joel B. Dow. Chas. V. Herriman. Porter B. Yates.
BLOOMINGTON, ILL.	Citizens Alliance.....	H. W. Stillhamer. A. E. De Mange. J. H. Rowell. H. H. Green. S. R. White.
BRIDGEPORT, CONN.	Manufacturers Ass'n...	A. H. Bullard.
CANTON, OHIO.....	Employers Association.	H. C. Pontius.
COLORADO SPGS, Col.	Citizens Alliance.....	J. C. Craig (by proxy).
CINCINNATI, OHIO..	National Metal Trades Association .....	E. F. Du Brul. W. P. Egan. S. W. Watkins.
CINCINNATI, OHIO..	Employers Association.	E. F. Du Brul. Irwin H. Krohn. E. M. Lawton.
CINCINNATI, OHIO..	Boot and Shoe Manufacturers Associat'n..	Irwin M. Krohn. W. S. McKenzie.
CINCINNATI, OHIO..	Contractors Associat'n.	Archibald Colter. E. M. Lawton.
CHEYENNE, WYO....	Citizens Alliance.....	Hobart W. Martin. Geo. W. Hoyt. Leopold Kabis. Frederick W. Job.
CHICAGO, ILL .....	Employers Association.	
CHICAGO, ILL .....	Building Contractors Council .....	W. D. O'Brien. E. N. Craig.
CHICAGO, ILL .....	Chicago Typothetae...	Daniel C. Shelley.
CHICAGO, ILL .....	Employers Ass'n of Wood Industries....	E. E. Hooper.
CHICAGO, ILL .....	Illinois Mfrs. Ass'n....	Bernard A. Eckhart. John M. Glenn.



<i>Name of City.</i>	<i>Association.</i>	<i>Name of Delegate.</i>
CHICAGO, ILL .....	Cook County Fdrs. Association .....	D. Hueginin.
CHICAGO, ILL .....	Carriage and Wagon Manufacturers Ass'n.	E. L. Meckle. Chas. D. Heile. Louis A. Heile.
CHICAGO, ILL .....	National Saddlery Manufacturers Associat'n.	Henry Othmer.
CHICAGO, ILL .....	Architect'l Iron L'g'e..	M. Benner. A. E. Coleman. Alternates— R. Vierling. W. B. Gervais.
CHICAGO, ILL .....	Laundrymen's National Association .....	J. A. Barkey.
CHICAGO, ILL .....	Cloak Mfrs. Ass'n.....	Victor W. Sincere.
CHICAGO, ILL .....	Candy Mfrs. Ass'n.....	Victor W. Sincere.
CHICAGO, ILL .....	Dyers and Cleaners Association .....	Victor W. Sincere.
CHICAGO, ILL .....	National Association of Photo-Engravers ....	J. L. Schilling.
CHICAGO, ILL .....	Furniture Mfrs. Ass'n..	P. D. Francis.
CHICAGO, ILL .....	Nat'l Wholesale Tailors Association .....	M. Vehon. Jos. Lamm. W. T. Brownbridge. E. V. Price. Edward Rose.
CHICAGO, ILL .....	National Stove Manufacturers Associat'n..	T. J. Hogan.
CHICAGO, ILL .....	National Brass Manufacturers Associat'n..	W. D. Allen. Wm. L. Webster. Mr. Francis.
CHICAGO, ILL .....	Wholesale Sash, Door and Blind Mfrs. of N. W.....	Nathaniel Green.
CRIPPLE CR'K, COL.	Citizens Alliance.....	C. W. Aishart. L. F. Parsons.
CHICAGO, ILL .....	Electrical Cont. Ass'n..	J. D. Hollingshead.
CHICAGO, ILL .....	Nat'l Cooperage Ass'n.	A. S. Ray.
CHICAGO, ILL .....	National Ass'n of Marble Dealers.....	W. E. Hill. A. Lautz. W. H. Evans. Peter Gray. Alex. Davidson. F. P. Bagley. Chas. McDonald. Mr. Miller. R. E. Sloan. B. W. Ritten. J. C. Craig. Herbert George. G. W. Gildersleeve.
DURANGO, COL.....	Citizens Alliance.....	John Sherman.
DENVER, COL.....	Citizens Alliance.....	James Linnane. J. O. Wells. W. L. Hind. C. A. Jay.
DES MOINES, IOWA.	Business Men's Ass'n..	

<i>Name of City.</i>	<i>Association.</i>	<i>Name of Delegate.</i>
DAYTON, OHIO .....	Employers Association.	A. C. Marshall. John Kirby, jr. S. S. King. W. J. Blakeny.
DAYTON, OHIO .....	Master Plumbers Ass'n.	R. R. Moodie.
DAYTON, OHIO .....	Typothetae .....	W. R. Funk. L. D. Reynolds.
DAVENPORT, IOWA.	Employers Association.	A. Bergman.
DETROIT, MICH.....	National Fdrs. Ass'n...	John A. Penton. H. W. Hoyt.
DETROIT, MICH.....	Detroit Emp'rs Ass'n..	John W. Whirl. F. W. Hodges. W. A. Frazer. F. T. De Long.
DETROIT, MICH.....	National Electric Con- tractors Association..	E. M. McCleary.
ELMIRA, N. Y.....	Employers Association.	B. N. Payne.
EVANSVILLE, IND...	Manufacturers Ass'n...	B. F. Bonbehrn. S. G. Rickwood. F. R. McPherson.
EVANSVILLE, IND...	Citizens Alliance.....	A. C. Rosencranz. Richard Rosencranz. R. Manheimer. R. R. Tiffany. Fred W. Hoefer. J. W. Coatsworth.
FREEPORT, ILL.....	Employers Association.	Geo. Davis.
GALENA, ILL .....	.....	H. W. Kyte.
GRAND R'P'DS, Mich.	Furniture Manufactur- ers Employers Ass'n.	Henry R. Bryan.
HARTFORD, CONN..	Manufacturers Ass'n...	H. O. Ferris.
HUDSON, N. Y.....	Manufactur's Alliance.	W. F. Saunders. R. C. Wallace. Samuel Weinstein.
HELENA, MONT.....	Citizens Alliance.....	J. R. Elgan.
IDAHO SPRINGS, Col.	Citizens Alliance.....	W. M. Taylor.
INDIANAPOLIS, IND.	Engine Builders Ass'n.	Col. Chas. Kahlo.
INDIANAPOLIS, IND.	Manufacturers Ass'n...	Mr. Hayes.
INDIANAPOLIS, IND.	State Plumbers Ass'n..	James T. Healy.
INDIANAPOLIS, IND.	Steam Fitters Ass'n....	E. C. Moats. H. E. Scoevern. J. G. Richardson. L. A. Filmore. J. R. Jones.
JOPLIN, MO.....	Citizens Alliance.....	S. B. Broadhead. W. T. Falkner. W. E. Griggs.
JAMESTOWN, N. Y...	Manufacturers Ass'n...	Chas. Swanson. John Oldquist.
JAMESTOWN, N. Y...	Builders Exchange.....	C. L. Moore. Delegates— Frank McGraw. James Deebank.
KANKAKEE, ILL....	Citizens Alliance.....	Alternates— D. N. Norris. H. A. Troup. Watson Healy.
KINGSTON, ONT.....	Employers Association.	G. A. Givens.

<i>Name of City.</i>	<i>Association.</i>	<i>Name of Delegate.</i>
KANSAS CITY, MO....	Employers Association.	E. G. Hornbrooke. Phil. R. Toll. Geo. Creel. Franklin Hudson. W. Emmet Crosby. E. D. Hornbrooke.
LAPORTE, IND.....	Citizens Alliance.....	S. M. Closser. Julius Barnes. W. M. Rumley. E. R. Hart. W. E. Higgins.
LEADVILLE, COL....	Citizens Alliance.....	Geo. R. Becker.
LOUISVILLE, KY....	Employers Association.	S. T. Ballard. E. A. Quarles. Gilmer Adams. H. W. McCracken.
LOUISVILLE, KY....	Employers Underwrit- ers Company.....	F. C. Nunemacher.
MINNEAPOLIS, Minn.	Citizens Alliance.....	J. L. Record. E. J. Phelps. H. N. Leighton. T. B. Walker. B. F. Nelson.
MARSHALLTOWN, IA.	Employers Association.	Geo. R. Estabrook. A. D. Meeker.
MASSILLON, OHIO...	Employers Association.	H. A. Croxton.
MILWAUKEE, WIS..	Nat'l Ass'n of Master House Painters and Decorators of U. S. and Canada.....	B. J. Peterson. S. J. Brown.
MILWAUKEE, WIS..	Manufacturers Associa- tion of Brass, Iron and Steam Goods....	C. K. Sandborn. Wm. T. Doyle.
MILWAUKEE, WIS..	Typothetae .....	W. J. Myers.
MARION, OHIO.....	Employers Association.	A. E. Cheney. S. E. Barlow.
MOLINE, ILL.....	Tri-City Mfrs. Ass'n...	C. R. Stephens. C. E. White.
MONTREAL, CAN....	Shippers Federation....	Thos. Robb. J. L. Barley. C. N. Martin. W. I. Dick. Ira Emmens. T. J. Harrigan. B. Custer. W. F. Gillespie. Phil Patton. Pasco Pell. Milton Pope. C. H. Dodge.

<i>Name of City.</i>	<i>Association.</i>	<i>Name of Delegate.</i>
MARION, IND.....	Employers Association.	Philip Matter. F. J. Gould. Chas. F. Waltz. B. J. Burke. Jno. McDonald. W. D. Hudson. Don C. Howell. W. M. Pickard. Geo. C. Harwood. M. F. Gartland. R. J. Spencer. H. D. Thomas. W. M. Swanger. John C. Haswell. D. M. Parry (Indpls.). Marshall Cushing. Wm. McCarroll. J. W. King. Geo. P. Bent (Chicago). J. C. Brush (St. Louis). J. W. VanCleave (St.L.).
NEW YORK C'Y, N. Y.	Nat. Ass'n of Mfrs.....	Chas. N. Chadwick. J. T. Hoile.
NEW YORK C'Y, N. Y.	Mfrs. Ass'n of N. Y....	
NEW YORK C'Y, N. Y.	New York City Metal Trades Association...	E. F. Du Brul.
NEW YORK C'Y, N. Y.	United Typothetae of America .....	Edwin Freegard.
NEW YORK C'Y, N. Y.	Merchant Tailors Nat'l Protective Associat'n of America .....	Berkley R. Merwin. Harvey A. Patterson. M. H. McCarthy. F. B. Thurber.
NEW YORK C'Y, N. Y.	Export Ass'n of U. S..	Louis Oster.
NEW ORLEANS, LA..	Carriage and Wagon Manufacturers Ass'n.	E. B. Branch. Euclid Martin. T. J. Mahoney. E. E. Bruce. W. H. McCord.
OMAHA, NEB.....	Business Men's Ass'n..	Chas. Oliver. Geo. H. Emory. Gerald Franks. J. N. Ward. I. W. Litchfield. Frank P. Lewis. Val Jobst, jr. W. H. Coleman. S. F. Atwood. D. M. Mayer. E. B. Hazen. Clarence Patterson. W. D. Dickson. W. H. Culme. E. G. Plank.
PAONIA, COL.....	Citizens Alliance .....	E. B. Hazen.
PEORIA, ILL.....	Citizens Alliance.....	Geo. Mesta. F. A. Zimmers. Dr. Chas. H. Hunter. A. J. Woodruff. C. W. Crews.
PEORIA, ILL.....	Master Plumbers Ass'n.	
PITTSBURG, PA.....	Manufacturers Ass'n...	
PITTSBURG, KAN...	Citizens Alliance.....	
PUEBLO, COL.....	Citizens Alliance.....	

<i>Name of City.</i>	<i>Association.</i>	<i>Name of Delegate.</i>
QUINCY, ILL.....	Employers Association.	M. K. Weems. G. W. Earhart.
ROCHESTER, N. Y...	Sash, Door and Blind Association .....	Percival Dewitt Oviat.
ROCHESTER, N. Y...	Meat Dealers Ass'n....	Percival Dewitt Oviat.
ROCHESTER, N. Y...	Clothiers Exchange....	Percival Dewitt Oviat.
ROCHESTER, N. Y...	Woodwork Mfrs. Ass'n.	L. D. Reilly.
ROCKFORD, ILL....	Furniture Mfrs. Ass'n..	P. A. Paterson.
RACINE, WIS.....	Wisconsin Mfrs. Ass'n.	P. R. Wackerhagen.
ST. PAUL, MINN....	St. Paul Typothetae...	H. D. Brown. Homer P. Clark.
ST. PAUL, MINN....	Citizens Association....	J. W. Cooper. J. H. Beck. Geo. M. Tibbs. Albert Schuneman.
SYRACUSE, N. Y....	Metal Trades Ass'n....	H. B. Crouse. H. H. Franklin.
SOUTH BEND, IND..	Citizens Alliance.....	C. G. Folsom. Geo. H. Stover. Stuart McKibben. J. B. Stoel. Chas. Francis. J. D. Birdsell.
ST. JOSEPH, MO....	Employers Association.	F. A. Olden. E. S. Douglas.
SPOKANE, WASH....	Commercial Club .....	R. E. M. Strickland. W. H. Cowles.
SEDALIA, MO.....	Citizens Alliance.....	Col. J. West Goodwin.
SPRINGFIELD, MO..	Citizens Alliance.....	A. Y. Ross. W. L. Garrett.
SAN MIGUEL CO., Col.	Citizens Alliance.....	E. L. Davis.
SIOUX CITY, IOWA..	.....	A. L. Beach.
ST. LOUIS, MO.....	Typothetae .....	E. S. Hart. Walter Donaldson.
ST. LOUIS, MO.....	Metal Trades Ass'n....	F. Schwedtmann.
ST. LOUIS, MO.....	Lumber Mfrs. Ass'n...	Geo. K. Smith.
SAN FRANCISCO, Cal.	Employers Association.	H. D. Morton.
SHELBYVILLE, IND.	Citizens Alliance.....	C. H. Campbell. Rev. W. J. H. Boetcker.
SPRINGFIELD, ILL..	Citizens Alliance.....	Owsley Brown.
TOLEDO, OHIO.....	Electrical Contractors Association of Ohio..	W. M. Morton.
UTICA, N. Y.....	National Electric Con- tractors Association..	E. McCleary. Arthur Franzen. E. N. Lawton.
WILKES-BARRE, PA.	Employers Association.	W. C. Shepherd.
WORCESTER, MASS.	Metal Trades Ass'n....	Chas. E. Hildreth.
WARREN, PA.....	Western Pa. and N. Y. Ass'n of Builders and Contractors .....	C. W. Udy.
YORK, PA.....	.....	A. B. Farquhar.
YOUNGSTOWN, Ohio.	Manufacturers Ass'n...	Harry A. Boyle.



# Constitution as Adopted.

## ARTICLE I.

### NAME.

This Association shall be known as "THE CITIZENS INDUSTRIAL ASSOCIATION OF AMERICA," and shall be incorporated.

## ARTICLE II.

### OBJECTS.

First.—To assist, by all lawful and practical means, the properly constituted authorities of the State and Nation in maintaining and defending the supremacy of the law and the rights of the citizen.

Second.—To assist all the people of America in resisting encroachments upon their constitutional rights.

Third.—To promote and encourage harmonious relations between employers and their employes upon a basis of equal justice to both.

Fourth.—To assist local, State and National associations of manufacturers, employers and employes, in their efforts to establish and maintain industrial peace, and to create and direct a public sentiment in opposition to all forms of violence, coercion and intimidation.

Fifth.—To foster and encourage, by legitimate means, individual enterprise and freedom in management of industry, under which the people of the United States have made this the most successful and powerful nation of the world.

Sixth.—To establish a Bureau of Organization, for the formation of associations favorable to the objects of this organization, and federating them with this Association.

Seventh.—To establish a Bureau of Education for the publication and distribution of literature tending to foster the objects of the Association.

Eighth.—To create and maintain a fund for such purposes, in harmony with and promotive of the objects of this Association, as shall approve themselves to the Executive Committee thereof.

## ARTICLE III.

### MEMBERSHIP.

Section 1. Membership in this Association shall consist of National, State or local organizations of persons, firms, corporations, or organizations which subscribe to the objects of this Association, as set forth in the Constitution and By-Laws.

## ARTICLE IV.

### OFFICERS.

Section 1. The officers of the Association shall consist of a President, First Vice-President, Second Vice-President, Third Vice-President, Secretary and Treasurer, each of whom, except the Secretary, shall be elected by ballot at the Annual Convention of the Association, and who shall hold office until their successors are elected and have qualified.

## ARTICLE V.

### CONVENTIONS.

Section 1. The Association shall hold a convention each year, and special conventions may be called by the President, at such times and places as the Executive Committee by unanimous vote, or by two-thirds vote of its members upon the written request of at least 10 per cent. of the membership may direct; and at such special conventions any officer may be deposed by a majority of the members present and voting. Notices of such meetings shall be given as are hereinafter provided.

Sec. 2. Five per cent. of all votes of the Association as provided in the By-Laws shall constitute a quorum at any of its conventions, and when not otherwise provided a majority of those present shall decide.

ARTICLE VI.  
EXECUTIVE COMMITTEE.

Section 1. There shall be an Executive Committee, consisting of fifteen members, of which the President, three Vice-Presidents and Treasurer shall be members; the President shall appoint the remaining ten members, five to serve for one year and five to serve for two years.

Sec. 2. The Executive Committee shall constitute the governing body of this Association. It shall be vested with full power and authority to put into effect the laws, resolutions and decisions of the Association; by a two-thirds vote to make by-laws for the government of the Association and to amend the same; to appoint the Secretary, standing and special committees; to fill all vacancies which may occur in the offices and in the committees of the Association for the unexpired terms thereof; to exercise general supervision over the receipts and expenditures of the Association, but shall have no power to make the Association liable for any debts in excess of the cash in the Treasury not otherwise appropriated.

Sec. 3. The Executive Committee shall meet at the call of the President within fifteen days after, and at least one day prior to each annual convention, and at such other times between said meetings as the President may request.

Sec. 4. The office of any member of the Executive Committee, except the President, three Vice-Presidents and Treasurer, who may be absent from any regular or special meeting of the committee, without giving notice to the Secretary in advance of such meeting, may be declared vacant at the option of the members present at the meeting, and the President of the Association shall thereupon fill such vacancy.

Sec. 5. In the absence of the President at any convention of the Association, the Vice-Presidents, in their order, shall preside over the convention.

Sec. 6. In the absence of the President at any duly authorized meeting of the Executive Committee a chairman pro tempore shall be chosen by and from the members present.

Sec. 7. Nine members of the Executive Committee shall constitute a quorum for the transaction of business at any of its meetings, but in the absence of a quorum, the President may appoint the number of members, pro tempore, necessary to create a quorum, from the membership of the Association, and all business transacted at any such meeting shall be of the same effect as if transacted by a quorum of regular members.

Sec. 8. The Executive Committee may at any time submit any question relating to the objects and the affairs of this Association to the members thereof to be voted upon by letter ballot, and the result of said vote shall be of the same force and effect as the vote of a convention.

Sec. 9. Duties of officers and employees of this Association, other than as stipulated in this Constitution and not in conflict therewith, may be defined by the Executive Committee.

Sec. 10. The Executive Committee, by and with the consent of the President of the Association, shall have the power and authority to appoint such committees as it may deem necessary.

ARTICLE VII.

Section 1. All members of this Association shall pay as initiation fee as follows:

National trade organizations.....	\$100 00
State organizations .....	100 00
Local general organizations.....	50 00
Local trade organizations.....	25 00

All members shall pay dues at the rate of 50 cents per annum per employing member but in no case shall the amount be less than \$10.00 nor greater than \$200.00 per annum.

Sec. 2. The membership fee shall be payable to the Secretary in advance, and the annual dues shall be payable to the Secretary in two equal semi-annual installments, in advance.

Sec. 3. The fiscal year of this Association shall begin on November 1st of each year.

Sec. 4. Representation in this Association for all purposes whatever, shall be based upon the dues paid by any member. Each association shall be entitled to one vote for each \$10.00 of annual dues, or major fractional part thereof: Provided, That no member shall send more than five delegates to any convention.

---

## **The Debate on the Constitution and Its Results.**

---

The Constitution as proposed by the Committee on Constitution was substantially the same as that adopted, except in three important particulars.

The draft submitted by the committee provided that the new organization should be called the National Association of Employers. This name was strongly objected to by a large number of delegates, including particularly those who represented the Citizens' Alliances. After listening, however, to the arguments of those who spoke for the alliance form of organization the delegates from the employers' associations considerably modified their views and, recognizing that the alliances have been very successful in dealing with the labor problems in many parts of the country, they agreed to a compromise at the session held in the evening of the first day. The compromise name was "The Citizens' Industrial Association of America," and was the suggestion of ex-United States Senator W. F. Saunders, of Helena, Montana, who was one of the prominent speakers for the citizens' alliances. The name was finally adopted without a dissenting vote.

The second important change made in the Constitution as originally drawn was Section 1, Article VII, relating to dues. After an extended discussion this section was delegated to a special committee, which framed the section as it was subsequently adopted.

The third important change in the Constitution as proposed was the rejection of Article VIII, which provided the manner in which amendments could be adopted. The occasion of the rejection of this section arose over the desire of some of the delegates to postpone all immediate action toward organization and to create an executive committee which would draft a constitution, select permanent officers and report to a convention to be held in three months. Mr. Charles N. Chadwick, of New York, made the leading speeches in behalf of the executive committee idea, he having in mind the formation of an organization on the lines of the Monetary Conference. As the result of the discussion a compromise was effected by the rejection of Article VIII of the Constitution and the adoption of the following resolution, introduced by Mr. Craig, of Denver:

"Resolved, That the Constitution be adopted as amended and operated under until the next convention of the Association, to be held during the month of February, 1904, at which time a majority of the votes of the delegates present shall amend or ratify it: and that a constitutional committee of fifteen be appointed by the chair from a list consisting of one name from each association, to be furnished by each delegation here present, of whom no two shall be appointed from any one State; said committee to make its report to the February convention."

---

## **Resolutions Adopted.**

---

The report of the Committee on Resolutions, which after discussion was adopted, was as follows:

Whereas, The strained relations between employer and employe are rapidly reducing the business conditions of the country into a state of

chaos and anarchy, and the forces of socialism which are assuming control of the situation regard neither law nor the rights and the liberties of individuals, and

Whereas, The Constitution of the United States provides that "Congress shall have power to regulate commerce with foreign nations and among the several States," and further provides that "No person shall be deprived of life, liberty or property without due process of law, nor shall private property be taken without just compensation," and therefore, be it

Resolved, That this convention demands that the officials, whether civic, State or National, enforce the law of the land and see to it that every man, woman and child seeking to earn an honest livelihood shall be protected therein by the whole force of the State or of the Nation, if it be necessary.

Resolved, therefore, That in carrying on a firm and uncompromising contest with the abuses of unions as now constituted and conducted, at the same time acknowledging the free right of workmen to combine, and admitting that their combination when rightfully constituted and conducted may prove highly useful, we earnestly desire to act, and believe we are acting, in the true interests of the workingmen themselves, for our welfare is inseparable from theirs and theirs from ours; we are essentially interdependent, each is indispensably necessary to the other; and those who stir up strife between us are enemies of mankind.

Resolved, That the Citizens Industrial Association of America is in earnest sympathy with every movement in the interest of labor. Believing that there can be no national prosperity where the working masses are ground down in hopeless poverty and ignorance, we hold, as happiest of all the results of the great industrial revolution achieved in the last half century, the greatly advanced and improved condition of the workingman at the present day.

---

## Permanent Organization.

The report of the Nominations Committee in regard to the selection of President, three Vice-Presidents and Treasurer was adopted, each selection of the committee receiving the unanimous vote of all present. The permanent officers thus chosen are as follows:

President.—David M. Parry, of Indianapolis, Ind., who is also President of the National Association of Manufacturers.

First Vice-President.—J. C. Craig, Denver, Colo., who is also President of the State Alliance of Colorado.

Second Vice-President.—E. M. McCleary, Detroit, Mich., who is also President of the National Electrical Contractors' Association.

Third Vice-President.—J. T. Hoile, Brooklyn, N. Y., who is also Secretary of the Manufacturers' Association of New York.

Treasurer.—Maj. A. C. Rosencranz, Evansville, Ind., who is also President of the Citizens' Alliance of Evansville.

### EXECUTIVE COMMITTEE.

The Executive Committee consists of the five officers elected by the convention, together with the following members appointed by the President:

John Kirby, jr., Dayton, Ohio, President of the Dayton Employers' Association.

Frederick W. Job, Chicago, Secretary of the Chicago Employers' Association.

J. W. Van Cleave, member of Executive Committee of the National Association of Manufacturers, headquarters at New York City.



Berkley R. Merwin, New York City, President of the Merchant Tailors' National Protective Association of America.

C. W. Post, Battle Creek, Mich., President of the National Advertisers' Association.

Philip R. Toll, Kansas City, Mo., President of the Kansas City Employers' Association.

J. L. Record, Minneapolis, Minn., of the Citizens' Alliance of Minneapolis, Minn.

W. C. Shepherd, Wilkes-Barre, Pa., President of the Employers' Association of Wilkes-Barre, and also representative of Citizens' Alliance of Wilkes-Barre.

N. F. Thompson, Birmingham, Ala., Secretary of Birmingham Citizens' Alliance.

#### CONCLUSION.

The convention held sessions on the morning, afternoon and evening of the first day and the morning and afternoon of the second day. The discussions were marked by much earnestness, and while the differences in opinion were at times sharply debated, in the end complete harmony prevailed and the work accomplished was enthusiastically regarded by all.

Being authorized by the convention to name the place for the next convention, the President named Indianapolis.

---

### First Meeting of the Executive Committee.

---

The first meeting of the Executive Committee of the Citizens' Industrial Association of America was held at Dayton, Ohio, on December 3d and 4th, the committee being in session for two days.

Those present were: David M. Parry, James G. Hoile, J. W. VanCleave, Maj. A. C. Roseneranz, Frederiek W. Job, C. W. Post, Berkley R. Merwin, W. C. Shepherd, J. L. Record, John Kirby, jr., and E. G. Hornbrooke, the latter representing Philip R. Toll of Kansas City. Letters were received and read from N. F. Thompson, J. C. Craig and E. M. McCleary expressing their regret for not being able to attend and outlining their views as to the action to be taken by the committee. The committee organized by selecting Mr. Parry as Chairman.

Upon a motion duly made and seconded Mr. A. C. Marshall, of Dayton, was elected unanimously as the Secretary of the Association.

Indianapolis was chosen as the headquarters of the Association, and Mr. Parry was authorized to select an assistant secretary who shall live in that city. Mr. Parry was also authorized to develop an organization bureau and a publication bureau as far as circumstances would permit. The compensation of the Secretary and the Assistant Secretary and any other employees whose services may be required was left to the President to determine, it being thought wise to do this inasmuch as it was impossible to estimate the probable revenue of the Association or the value of the services that will be required.

The appointment of organizers and the determination of their method of compensation was left to the President and Secretary.

The President and Secretary were requested to draw up suggestions as to amendments to the Constitution that may be desirable.

The date for the first convention of the Association was fixed for February 22d (Washington's birthday) and 23d, the place being Indianapolis.

The President was authorized to investigate the subject of incorporating the Association, to select the State where incorporation papers shall be taken out, and to make a report with his recommendations at the next meeting of the committee.



The committee adopted the following resolution as a statement to be given the press and as an invitation to the associations of the country to become members of the Citizens' Industrial Association:

#### AN APPEAL FOR ORGANIZATION.

Resolved, by the Executive Committee of the Citizens' Industrial Association of America, That the present industrial conditions have become so deplorable by reason of the indefensible methods and claims of organized labor that the time has come when the employing interests and good citizenship of the country must take immediate and effective measures to reaffirm and enforce those fundamental principles of American government guaranteeing free, competitive conditions.

In its demand for the closed shop organized labor is seeking to overthrow individual liberty and property rights, the principal props of our government. Its methods for securing this revolutionary and socialistic change in our institutions are also those of physical warfare. Because of this warfare the industrial interests of the nation during the last year have been injured to an irreparable degree. Many firms have been driven into bankruptcy and the cases are innumerable in which workmen have been disabled and even murdered, while numerous families have been rendered destitute by reason of the tyranny and seditious attacks upon society by the strike organizations. A condition of anarchy has existed continuously in some one or more States for months past, and in fact the acts of lawlessness committed under the sacred name of labor are of such frequent recurrence that the public sense of their enormity has become blunted. The period of great prosperity brought about by the unrestricted operation of the law of supply and demand is also being destroyed by the acts of violence of organized labor, and as a result we are now confronted with the possibility of a period of depression.

While we most emphatically object to being classed as enemies of organizations of labor that are conducted upon lawful and beneficent lines yet we are unalterably opposed to the present program of violence, boycotting and tyranny now being carried out by the majority of labor unions.

We therefore urge the rapid organization of those who believe in the maintenance of law and order and the perpetuation of our free institutions, to the end that they may wield their full and proper influence upon the destinies of the nation. Since organizations exist for the apparent purpose of defying law and common sense and are able to intimidate and influence the press, public men and municipal authorities, there is no alternative left to those who desire to preserve bearable conditions in our body politic than that of forming counter organizations. It is only through the machinery of organization that we can hope to exercise a potent and salutary influence over public thought and the conduct of public officials, to the end that the rights of American citizenship can be assured to free and independent labor, the rights of property protected and legislation of a socialistic nature prevented from being enacted into law.

We invite all associations, local, state and national, that sympathize with the purposes of the Citizens' Industrial Association of America to enter into affiliation with us at the earliest practical time, and we urge the immediate formation of local branches of the national organization in all cities and towns where no organizations now exist that are eligible for membership in this Association.

The committee herewith instructs the Secretary of the Association to open the books of the organization and to enroll in its membership all associations that desire to affiliate with it.

The committee also adopted the following resolutions:

#### ORGANIZATION BY CRAFTS IN CITIES.

Resolved, That it be the sense of the Executive Committee of the Citizens' Industrial Association of America that in order to facilitate the rapid organization of local branches of the same, that employers should

lose no time in organizing by crafts in their respective communities when the same is possible, and that when such crafts are organized, they should be amalgamated into a local organization which shall serve as a strong working body for the crystallization of public opinion as to the injury being done industry by the methods of organized labor.

#### FOR THE PROTECTION OF FREE LABOR.

Resolved, That it is the sense of the Executive Committee that the local branches of the Citizens' Industrial Association should open their doors to all good citizens who believe in the enforcement of the law and the enactment of laws giving protection to citizens who desire to earn a living without interference by any person or organization of persons; and, that the right hand of fellowship should be held out to all free and independent workmen, and especially, that a guarantee of full safety be offered to those now in the ranks of union labor who desire to escape the tyranny of the same.

#### DIRECT AFFILIATION OF LOCAL ASSOCIATIONS.

Resolved, That it is wise and expedient to secure direct membership of all local associations as members of this Association, and to that end

Resolved, That local associations (large and small) throughout the country be requested to affiliate with this Association by becoming members thereof.

#### UNION LABEL RESOLUTION.

Whereas, the press has given currency to a statement that the association has directed that "members of the Citizens' Industrial Association of America should give preference to such articles as do not bear marks of labels discriminating against any class of workers," therefore,

Resolved, That this statement was unauthorized. We recommend, however, that all members of the Citizens' Industrial Association refuse to place the union label upon articles of their manufacture, inasmuch as the same is a form of discrimination, and, in fact, is a species of the boycott.

#### LABOR INFORMATION BUREAU.

Resolved, That it is the sense of the Executive Committee that the President and Secretary devise and put into operation as soon as possible a Labor Information Bureau which shall be at the service of the members of the Association. It shall be one of the purposes of this Bureau to keep a carefully tabulated record of all law-breakers and undesirable workmen.

#### EIGHT-HOUR RESOLUTION.

The Executive Committee of the Citizens' Industrial Association believing the eight-hour bill now pending in Congress would, if it became a law, result in great injury to the general welfare of the whole country, herewith urges upon the members of Congress to vote against such a measure when it comes up for consideration. This committee also asks the various employers' associations, citizens' alliances and other organizations opposed to socialistic and class legislation to adopt formal resolutions in opposition to the eight-hour bill and to forward copies of the same to their respective representatives in the House of Representatives and the Senate of the United States. The Secretary of this Association is authorized to communicate this action to the various associations and ask their co-operation in defeating this iniquitous bill.

## By-Laws of the Association.

The committee in accordance with the Constitution adopted the following set of By-Laws for the Association:

### ARTICLE I.

Section 1. Each member of this Association shall designate one or more persons to represent it in the Association, and the person or persons so designated may be represented by proxy, provided such proxy is in the name of a member of an organization which is a member of the Association.

Sec. 2. No person shall participate in or be admitted to any of the meetings of the Association except duly accredited representatives of members thereof, in person or by proxy, as provided in Section 1 hereof, but such admission may be granted to any persons by a two-thirds vote of the members present at any meeting.

### ARTICLE II.

#### ENROLLMENTS, RESIGNATIONS, EXPULSIONS.

Section 1. Applications for membership in this Association shall be made to the Secretary, and shall be as follows, to wit:

The undersigned hereby applies for membership in the Citizens' Industrial Association of America, and upon acceptance of this application agrees and promises to uphold its objects and principles, and to observe and obey the Constitution and By-Laws of said Association and the rules made in conformity therewith.

Sec. 2. The resignation of a member shall not be accepted unless four weeks' notice in writing shall have been given to the Membership Committee through the Secretary, and all dues or other obligations to the Association, including those of the current half year, have been paid in full.

Sec. 3. No member shall be expelled or suspended except by a unanimous vote of the Membership Committee, and the expelled or suspended member shall then be allowed to appeal to the Executive Committee, whose action in the premises shall be final.

### ARTICLE III.

#### PAYMENT OF OFFICERS.

Section 1. The consideration for services rendered the Association by any and all officers or members thereof, excepting the Secretary, shall be the benefits derived from membership in the Association, and no compensation shall be paid for any such service except as herein provided.

Sec. 2. Each member of the Executive Committee shall be allowed compensation at the rate of \$10.00 per diem and reimbursement for actual expenses when in attendance on regular or special meetings of the committee.

Sec. 3. All expenses incurred in the performance of official duties as officers of this Association shall be paid by the Association, except for attendance at conventions.

Sec. 4. No money shall be paid out of the funds of or on account of this Association except upon vouchers duly approved by the President and Secretary.

### ARTICLE IV.

#### POWERS OF THE EXECUTIVE COMMITTEE.

Section 1. All business of the Association shall be transacted through the Executive Committee and all reports made thereto, except as may be otherwise provided in the Constitution.

Sec. 2. It shall delegate three of its members, of whom the Treasurer of the Association shall be one, to constitute a standing Committee on



Finance, which committee shall cause a certified public accountant to make semi-annual examination of the financial account of the Association and report the result thereof to the committee. It shall also appoint a Membership Committee consisting of three members of the Association, which committee shall receive and act on all applications for membership in the Association. It may appoint such other standing and special committees as the work of the Association may render advisable.

## ARTICLE V.

### DUTIES OF THE SECRETARY.

Section 1. The Secretary shall have a fund at his disposal, the amount to be determined by the Finance Committee, and shall submit to such committee a detailed monthly statement of expenditures from said fund, which, when approved by said committee and by the President, shall become a warrant on the Treasurer for the replenishment of said fund.

Sec. 2. He shall keep full and accurate records of all transactions of the Association, conduct its correspondence, and countersign all disbursement orders made by the President, recording same in full detail.

Sec. 3. He shall receive, and refer to the Executive Committee for consideration, all complaints and requests from members desiring the assistance of the Association.

Sec. 4. He shall mail or deliver to each member of the Membership Committee a list of applicants for membership, and shall notify such applicants as receive the unanimous approval of said committee, of their election to membership in the Association, referring all rejected applicants to the Executive Committee for final action thereon.

Sec. 5. He shall notify the members of all dues or assessments as they become payable, and if the same are not paid to the Secretary within thirty days from the date of such notices, he shall make drafts in the name of the Treasurer for the unpaid dues, and any member failing to honor such draft shall be debarred from the privileges of membership, and may be suspended by the Membership Committee until all past dues and assessments shall have been paid in full.

Sec. 6. He shall notify the Membership Committee of all resignations tendered by members, as provided in Art. 2, Sec. 2, and upon acceptance thereof by said committee he shall notify said members in writing of such acceptance. He shall also promptly notify members of all action regarding expulsion from membership in the Association, as provided in Art. 2, Sec. 3.

Sec. 7. At least two weeks prior to any convention he shall send all members a written notice stating the time and place of holding such convention, and of all special matters to be submitted to the convention for action.

Sec. 8. He shall give a satisfactory bond for the faithful performance of his duties, the amount of which bond shall be determined by the Executive Committee, and the expense of it paid by the Association; and he shall, on ceasing to hold office, surrender to his successor in office, when qualified, or to such persons as shall be designated by the Executive Committee, all moneys, books, papers and other property of the Association under his control.

## ARTICLE VI.

### DUTIES OF THE TREASURER.

Section 1. The Treasurer of this Association shall supervise and have charge of moneys belonging to the Association.

Sec. 2. He shall make such disbursements for conducting the business of the Association as may be ordered by the President and countersigned by the Secretary.

Sec. 3. He shall retain all vouchers, keep correct accounts and render his reports at the annual convention and whenever called for by the Executive Committee.

Sec. 4. He shall give a bond, the amount of which is to be fixed by the Executive Committee, such bond to be taken out in a recognized Surety Company, the expense of same to be paid by the Association.

Sec. 5. On ceasing to hold office he shall surrender all moneys, records and other property of the Association to his successor in office, when qualified, or to such persons as shall be designated by the Executive Committee. He shall then be furnished with a properly certified release by the Executive Committee, provided his accounts are correct.

## ARTICLE VII.

### EMERGENCIES.

Section 1. If at any time the Association shall need additional funds the Executive Committee may by a vote of all its members, levy a special assessment on all members of the Association, but such assessment shall not exceed an amount equal to fifty per cent. of the annual dues; and not more than one assessment shall be made during one year.

## ARTICLE VIII.

### POLITICAL QUESTIONS.

Section 1. All matters relating to legislative affairs, in so far as such matters may affect the objects of this Association, shall be proper subjects for discussion at its meetings, and action by its members; but no other political questions shall be discussed at any meeting of the Association.

## ARTICLE IX.

### FUNDS.

Section 1. The funds of this Association, derived from dues, contributions, assessments, and other sources, may be divided and used to promote its objects in such a manner as the Executive Committee, by two-thirds vote, shall prescribe.

Sec. 2. All funds of this Association shall be invested by the Treasurer as may be directed by the Finance Committee.

## ARTICLE X.

### AMENDMENTS TO THE BY-LAWS.

Section 1. These By-Laws may be reduced, increased or amended, as provided in Art. 6, Sec. 2, of the Constitution, by the Executive Committee at any regular or special meeting thereof, or by letter ballot, provided notice of the amendment shall have been mailed by the Secretary to each member of the committee at least two weeks prior to such meeting, or to the date on which letter ballots are to be received by the Secretary, or provided such notice is given at a meeting held at least two weeks in advance of one at which action is to be taken thereon.

---

## Adjournment of Committee.

---

The committee adjourned to meet at 8:30 o'clock on February 22d, in Indianapolis.

The members of the committee were the guests of the Dayton Employers' Association at a banquet held at the Dayton Club on the evening of December 3d, and during the afternoon of December 4th they were the guests of Mr. John H. Patterson, the President of the National Cash Register Company.



# Individualism vs. Socialism. Which?

## The Lesson Taught by Herbert Spencer, the Greatest Thinker of the Age.

Herbert Spencer, the last and the greatest of the intellects of the Victorian era, who died on December 8, 1903, at Brighton, England, in an interview on the subject of socialism, said:

**"Since I began to write there has been a clear reaction against individual liberty. We are certainly tending toward state socialism, which will be a worse form of tyranny than that of any government now recognized in civilization."**

When asked what he thought would follow state socialism, he said:

**"Military despotism. At present the state is absorbing the individual activity of men. It is intermeddling in all manner of ways in what should be private enterprise. Gradually the state will usurp the functions of private enterprise to such an extent that the people will one day awake to it; but it will be long before they make an effective resistance. I can not but think that the struggle will be severe—something terrible to contemplate; but I do not pretend to set a date for the catastrophe, or to anticipate its horrors. The progress of the doctrine of evolution throughout the world is unquestionable, but, at the same time, I can not see any movement in the direction of my own views politically. Since I began to write there has been a clear reaction against individual liberty."**

When it was suggested to him that the United States might escape the catastrophe, he replied:

**"No. The American imagines that he enjoys the advantages of liberty; but the fact is that there, as elsewhere in the civilized world, the state is steadily and rapidly absorbing the individual's freedom of action. The American has the form of self-government, but he does not have it in reality. It is difficult to see what will be the outcome of American progress; but I do not think that your republic will escape the consequences of the general struggle."**

Herbert Spencer was the clearest thinker and the greatest logician of recent centuries. It was he who discovered that all life is in a process of evolution and who gave the world the most masterly expression of this truth. His gospel of individual freedom follows naturally from the theory of evolution. If men and societies are to develop they must be left free to do so. Paternal government to his mind was scientifically unsound.

His words as to the socialistic tendency of the age and his deduction that this tendency would lead to the most oppressive form of tyranny the world has ever seen, unless checked, contain an element of solemnity in consideration of the attempts that are being made throughout the world to communize industry. His prophecy, that the adoption of socialistic principles must be succeeded by a great struggle before those conditions of freedom necessary for the evolution of the race can again be re-established, is to be taken as a warning by the civilized world. His words are especially significant to the people of America, where, as yet, the dogmas of socialism have not obtained such a firm hold as in England and European countries.

Mr. Spencer apparently thought that it was impossible to reverse the tendency in the United States toward the destruction of individual liberty, though his opinion was not without reservation. With our free educational system and our republican form of government we are in a much better position to meet the emergency than any other nation, and it seems that civilization must again look to America to save it from being plunged into the darkness of despotism. Shall we be equal to the performance of this sacred duty? If so, let us unite ourselves while there is yet time and drive back into lasting defeat the forces that are at work undermining our institutions.

Let us make of our organization, the Citizens' Industrial Association of America, the fold under which the patriotic citizenship of the country can gather, that we may, through the power of organization, possess that adequate strength and influence necessary to cope with the organized elements that would overwhelm us. With courage and self-sacrifice we shall succeed and our organization will not only deliver and protect the nation from the menace of socialism, but will become a permanent bulwark of American liberty. (Extract from address recently delivered by D. M. Parry, President of the Citizens' Industrial Association of America.)

